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Insight's Engagement Style Inventory[™]

Instructions

Read all the statements listed below. Put a check mark next to the statements that are true for you.

Section	Statements	
А.	Lead with the words "I think"	
	Driven by facts and data	
	 Believe in analytical data, processes and systems 	
	Take time to review and process information	
	Linear in thinking	
	Usually visual learner – see it	
	Think through all "what if" scenarios	
	Need to know the who, what, why, where, when & how	
В.	Leads with the words "I feel" and "we"	
	 Driven by consensus, collaboration, connection 	
	Believe in harmony	
	Pictures in office of family	
	Understand people before problems	
	Concern for team issues/relating	
	Personal/social relationship	
	Need to know "How will this affect the team?"	
С.	Lead with the words "want it now" (or yesterday)	
	Driven by results	
	 Believe in completion of tasks- the finish line 	
	Goal oriented	
	Enthusiastic- have high energy	
	High risk- not afraid to make mistakes	
	Everything is an "A" priority	
	Need to know just the what and when, not the how	
D.	Leads with the words "me" or "I"	
	Driven by control and competition	
	Believe in impacting others	
	Want my stamp on things	
	Like the spotlight	
	Opinionated	
	Goal oriented—possible fast tracker	
	Need to know "How will this impact me? My goals?"	

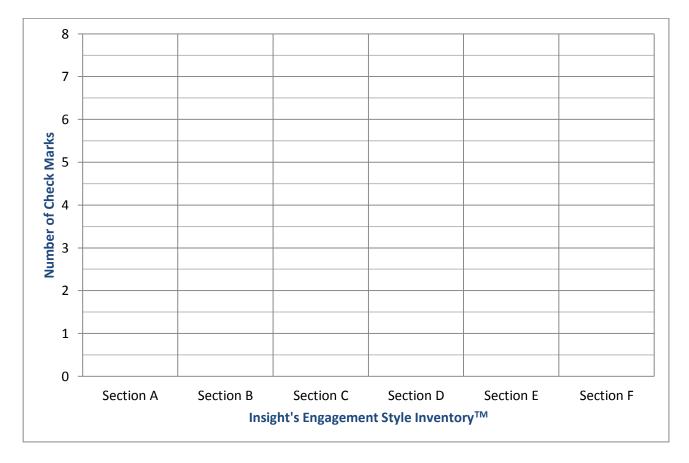
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Ε.	Lead with the words "do over"
	Driven by high quality
	Believe in perfection
	Like to plan and research
	Critical eye
	Low risk
	Concern for how it looks- neatness, grammar and spelling
	Need to know the details, i.e. research, time spent, citations, references
F.	Lead with the words "new" or "ideas"
	Driven by creativity and big picture thinking
	Believe in innovation
	Need to be sold on ideas
	Thrives on discussing and brainstorming ideas
	Less focus on implementation
	Nonlinear thinking
	High risk taker
	Need to know the "what" only

Scoring

Using the chart below, shade in the number of checks you marked per section. The section with the most shaded area represents your natural engagement style. Continue to descriptions below.



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